1 2 3 4 5 6 7	Raymond E. Hane III (SBN 149960) rhane@employment-counsel.com Melissa D. Cardenas (SBN 284627) mcardenas@employment-counsel.com CALIFORNIA EMPLOYMENT COUNSEL, APC 600 Anton Boulevard Suite 1100 Costa Mesa, California 92626 Telephone: 714-462-8376 Facsimile: 714-462-8388  Attorneys for Plaintiff, POLING YUEN		
8	UNITED STATES DISTRICT COURT		
9	CENTRAL DISTRICT OF CALIFORNIA		
10	POLING YUEN	Case No.: 2:15-cv-07445-SVW-AFM	
11	Plaintiff,	District Judge: Hon Stephen V. Wilson	
12	v.	District Judge: Hon. Stephen V. Wilson Magistrate Judge: Hon. Alexander F.	
13	UNITED AIRLINES, INC., and DOES 1 through 20, inclusive,	MacKinnon	
14		STIPULATED PROTECTIVE ORDER	
15	Defendants.		
16		Trial Date: June 14, 2016	
17		Complaint Filed: 07/29/15	
18 19		Removed: 09/23/15	
20	1. A. PURPOSES AND LIMITATIONS		
21	Discovery in this action is likely to in		
22	proprietary or private information for which special protection from public		
23	disclosure and from use for any purpose other than prosecuting this litigation may		
24	be warranted. Accordingly, the parties hereby stipulate to and petition the Court to		
25	enter the following Stipulated Protective Order. The parties acknowledge that this		
26	Order does not confer blanket protections on all disclosures or responses to		
27	discovery and that the protection it affords from public disclosure and use extends		
28	only to the limited information or items that are entitled to confidential treatment		
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STIPULATED PROTECTIVE ORDER

COUNSEL, APC

under the applicable legal principles.

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#### B. GOOD CAUSE STATEMENT

The parties to this proceeding anticipate that during the course of the abovecaptioned litigation, the parties will produce or provide documents and information (including electronic data), which one or more parties contend contain medical records or other sensitive, private, confidential, financial, or proprietary information, including confidential personnel records of other employees of Defendant. The Defendant served Plaintiff's treating physicians and/or medical providers with subpoenas and the parties agree that all information obtained from Plaintiff's physicians and medical providers, as well as medical information provided in discovery by Plaintiff, shall be deemed "Confidential Information" and "Subject to Protective Order." The parties agree that personnel records of other employees or former employees of Defendant, as well as documents containing sensitive financial information, shall be deemed "Confidential Information" and "Subject to Protective Order." The parties to this proceeding wish to protect the confidentiality of such documents and information and to ensure that the parties can obtain and pursue discovery with the minimum of delay and expense. The parties have agreed to stipulate to protect certain privileged and otherwise protected documents, data (including electronically stored information), and other information, including without limitation, metadata (collectively, "document" or "documents"), against claims of waiver and inadvertent production in the event they are produced during the course of this litigation whether pursuant to a Court Order, a party's discovery request or informal production.

Accordingly, to expedite the flow of information, to facilitate the prompt resolution of disputes over confidentiality of discovery materials, to adequately protect information the parties are entitled to keep confidential, to ensure that the parties are permitted reasonable necessary uses of such material in preparation for and in the conduct of trial, to address their handling at the end of the litigation, and

serve the ends of justice, a protective order for such information is justified in this matter. It is the intent of the parties that information will not be designated as confidential for tactical reasons and that nothing be so designated without a good faith belief that it has been maintained in a confidential, non-public manner, and there is good cause why it should not be part of the public record of this case.

### C. ACKNOWLEDGMENT OF PROCEDURE FOR FILING UNDER SEAL

The parties further acknowledge, as set forth in Section 12.3, below, that this Stipulated Protective Order does not entitle them to file confidential information under seal; Local Civil Rule 79-5 sets forth the procedures that must be followed and the standards that will be applied when a party seeks permission from the court to file material under seal.

There is a strong presumption that the public has a right of access to judicial proceedings and records in civil cases. In connection with non-dispositive motions, good cause must be shown to support a filing under seal. See Kamakana v. City and County of Honolulu, 447 F.3d 1172, 1176 (9th Cir. 2006), Phillips v. Gen. Motors Corp., 307 F.3d 1206, 1210-11 (9th Cir. 2002), Makar-Welbon v. Sony Electrics, Inc., 187 F.R.D. 576, 577 (E.D. Wis. 1999) (even stipulated protective orders require good cause showing), and a specific showing of good cause or compelling reasons with proper evidentiary support and legal justification, must be made with respect to Protected Material that a party seeks to file under seal. The parties' mere designation of Disclosure or Discovery Material as CONFIDENTIAL does not—without the submission of competent evidence by declaration, establishing that the material sought to be filed under seal qualifies as confidential, privileged, or otherwise protectable—constitute good cause. Further, if a party requests sealing related to a dispositive motion or trial, then compelling reasons, not only good cause, for the sealing must be shown, and the relief sought shall be narrowly tailored to serve the specific interest to be protected. See Pintos v. Pacific Creditors Ass'n., 605 F.3d 665, 677-79 (9th Cir. 2010). For

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- Action: Poling Yuen v. United Airlines, Inc., and Does 1 through 20,
- Challenging Party: a Party or Non-Party that challenges the designation of information or items under this Order.
- 2.3 "CONFIDENTIAL" Information or Items: information (regardless of how it is generated, stored or maintained) or tangible things that qualify for protection under Federal Rule of Civil Procedure 26(c), and as specified above in the Good Cause Statement.
- Counsel: Outside Counsel of Record and House Counsel (as well as 2.4 their support staff).
- <u>Designating Party</u>: a Party or Non-Party that designates information or 2.5 items that it produces in disclosures or in responses to discovery as "CONFIDENTIAL."
- Disclosure or Discovery Material: all items or information, regardless 2.6 of the medium or manner in which it is generated, stored, or maintained (including,

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among other things, testimony, transcripts, and tangible things), that are produced or generated in disclosures or responses to discovery in this matter.

- 2.7 <u>Expert</u>: a person with specialized knowledge or experience in a matter pertinent to the litigation who has been retained by a Party or its counsel to serve as an expert witness or as a consultant in this Action.
- 2.8 <u>House Counsel</u>: attorneys who are employees of a party to this Action. House Counsel does not include Outside Counsel of Record or any other outside counsel.
- 2.9 <u>Non-Party</u>: any natural person, partnership, corporation, association or other legal entity not named as a Party to this action.
- 2.10 <u>Outside Counsel of Record</u>: attorneys who are not employees of a party to this Action but are retained to represent or advise a party to this Action and have appeared in this Action on behalf of that party or are affiliated with a law firm that has appeared on behalf of that party, and includes support staff.
- 2.11 <u>Party</u>: any party to this Action, including all of its officers, directors, employees, consultants, retained experts, and Outside Counsel of Record (and their support staffs).
- 2.12 <u>Producing Party</u>: a Party or Non-Party that produces Disclosure or Discovery Material in this Action.
- 2.13 <u>Professional Vendors</u>: persons or entities that provide litigation support services (e.g., photocopying, videotaping, translating, preparing exhibits or demonstrations, and organizing, storing, or retrieving data in any form or medium) and their employees and subcontractors.
- 2.14 <u>Protected Material</u>: any Disclosure or Discovery Material that is designated as "CONFIDENTIAL."
- 2.15 <u>Receiving Party</u>: a Party that receives Disclosure or Discovery Material from a Producing Party.

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3. SCOPE

The protections conferred by this Stipulation and Order cover not only Protected Material (as defined above), but also (1) any information copied or extracted from Protected Material; (2) all copies, excerpts, summaries, or compilations of Protected Material; and (3) any testimony, conversations, or presentations by Parties or their Counsel that might reveal Protected Material.

Any use of Protected Material at trial shall be governed by the orders of the trial judge. This Order does not govern the use of Protected Material at trial.

#### 4. DURATION

Once a case proceeds to trial, information that was designated as CONFIDENTIAL or maintained pursuant to this protective order used or introduced as an exhibit at trial becomes public and will be presumptively available to all members of the public, including the press, unless compelling reasons supported by specific factual findings to proceed otherwise are made to the trial judge in advance of the trial. *See Kamakana*, 447 F.3d at 1180-81 (distinguishing "good cause" showing for sealing documents produced in discovery from "compelling reasons" standard when merits-related documents are part of court record). Accordingly, the terms of this protective order do not extend beyond the commencement of the trial.

## 5. DESIGNATING PROTECTED MATERIAL

# 5.1 Exercise of Restraint and Care in Designating Material for Protection.

Each Party or Non-Party that designates information or items for protection under this Order must take care to limit any such designation to specific material that qualifies under the appropriate standards. The Designating Party must designate for protection only those parts of material, documents, items or oral or written communications that qualify so that other portions of the material, documents, items or communications for which protection is not warranted are not swept unjustifiably within the ambit of this Order.

Mass, indiscriminate or routinized designations are prohibited. Designations that are shown to be clearly unjustified or that have been made for an improper purpose (e.g., to unnecessarily encumber the case development process or to impose unnecessary expenses and burdens on other parties) may expose the Designating Party to sanctions.

If it comes to a Designating Party's attention that information or items that it designated for protection do not qualify for protection that Designating Party must promptly notify all other Parties that it is withdrawing the inapplicable designation.

5.2 <u>Manner and Timing of Designations</u>. Except as otherwise provided in this Order (see, e.g., second paragraph of section 5.2(a) below), or as otherwise stipulated or ordered, Disclosure or Discovery Material that qualifies for protection under this Order must be clearly so designated before the material is disclosed or produced.

Designation in conformity with this Order requires:

(a) for information in documentary form (e.g., paper or electronic documents, but excluding transcripts of depositions or other pretrial or trial proceedings), that the Producing Party affix at a minimum, the legend "CONFIDENTIAL" (hereinafter "CONFIDENTIAL legend"), to each page that contains protected material. If only a portion of the material on a page qualifies for protection, the Producing Party also must clearly identify the protected portion(s) (e.g., by making appropriate markings in the margins).

A Party or Non-Party that makes original documents available for inspection need not designate them for protection until after the inspecting Party has indicated which documents it would like copied and produced. During the inspection and before the designation, all of the material made available for inspection shall be deemed "CONFIDENTIAL." After the inspecting Party has identified the documents it wants copied and produced, the Producing Party must determine which documents, or portions thereof, qualify for protection under this Order. Then,

- before producing the specified documents, the Producing Party must affix the "CONFIDENTIAL legend" to each page that contains Protected Material. If only a portion of the material on a page qualifies for protection, the Producing Party also must clearly identify the protected portion(s) (e.g., by making appropriate markings in the margins).
- (b) for testimony given in depositions that the Designating Party identifies the Disclosure or Discovery Material on the record, before the close of the deposition all protected testimony.
- (c) for information produced in some form other than documentary and for any other tangible items, that the Producing Party affix in a prominent place on the exterior of the container or containers in which the information is stored the legend "CONFIDENTIAL." If only a portion or portions of the information warrants protection, the Producing Party, to the extent practicable, shall identify the protected portion(s).
- 5.3 <u>Inadvertent Failures to Designate.</u> If timely corrected, an inadvertent failure to designate qualified information or items does not, standing alone, waive the Designating Party's right to secure protection under this Order for such material. Upon timely correction of a designation, the Receiving Party must make reasonable efforts to assure that the material is treated in accordance with the provisions of this Order.

# 6. CHALLENGING CONFIDENTIALITY DESIGNATIONS

- 6.1 <u>Timing of Challenges.</u> Any Party or Non-Party may challenge a designation of confidentiality at any time that is consistent with the Court's Scheduling Order.
- 6.2 <u>Meet and Confer.</u> The Challenging Party shall initiate the dispute resolution process under Local Rule 37.1 et seq.
- 6.3 The burden of persuasion in any such challenge proceeding shall be on the Designating Party. Frivolous challenges, and those made for an improper

1	purpose (e.g., to harass or impose unnecessary expenses and burdens on other	
2	parties) may expose the Challenging Party to sanctions. Unless the Designating	
3	Party has waived or withdrawn the confidentiality designation, all parties shall	
4	continue to afford the material in question the level of protection to which it is	
5	entitled under the Producing Party's designation until the Court rules on the	
6	challenge.	
7	7. ACCESS TO AND USE OF PROTECTED MATERIAL	
8	7.1 <u>Basic Principles</u> . A Receiving Party may use Protected Material that is	
9	disclosed or produced by another Party or by a Non-Party in connection with this	
10	Action only for prosecuting, defending or attempting to settle this Action. Such	
11	Protected Material may be disclosed only to the categories of persons and under the	
12	conditions described in this Order. When the Action has been terminated, a	
13	Receiving Party must comply with the provisions of section 13 below (FINAL	
14	DISPOSITION).	
15	Protected Material must be stored and maintained by a Receiving Party at a	
16	location and in a secure manner that ensures that access is limited to the persons	
17	authorized under this Order.	
18	7.2 Disclosure of "CONFIDENTIAL" Information or Items. Unless	
19	otherwise ordered by the court or permitted in writing by the Designating Party, a	
20	Receiving Party may disclose any information or item designated	
21	"CONFIDENTIAL" only to:	
22	(a) the Receiving Party's Outside Counsel of Record in this Action, as well as	
23	employees of said Outside Counsel of Record to whom it is reasonably necessary to	
24	disclose the information for this Action;	
25	(b) the officers, directors, and employees (including House Counsel) of the	
26	Receiving Party to whom disclosure is reasonably necessary for this Action;	
27	(c) Experts (as defined in this Order) of the Receiving Party to whom	
28	disclosure is reasonably necessary for this Action and who have signed the	

"Acknowledgment and Agreement to Be Bound" (Exhibit A); 1 2 (d) the court and its personnel; 3 (e) court reporters and their staff; 4 (f) professional jury or trial consultants, mock jurors, and Professional 5 Vendors to whom disclosure is reasonably necessary for this Action and who have 6 signed the "Acknowledgment and Agreement to Be Bound" (Exhibit A); 7 the author or recipient of a document containing the information or a (g) 8 custodian or other person who otherwise possessed or knew the information; 9 (h) during their depositions, witnesses, and attorneys for witnesses, in the 10 Action to whom disclosure is reasonably necessary provided: (1) the deposing party 11 requests that the witness sign the form attached as Exhibit 1 hereto; and (2) they 12 will not be permitted to keep any confidential information unless they sign the 13 "Acknowledgment and Agreement to Be Bound" (Exhibit A), unless otherwise 14 agreed by the Designating Party or ordered by the court. Pages of transcribed 15 deposition testimony or exhibits to depositions that reveal Protected Material may 16 be separately bound by the court reporter and may not be disclosed to anyone 17 except as permitted under this Stipulated Protective Order; and 18 any mediator or settlement officer, and their supporting personnel, 19 mutually agreed upon by any of the parties engaged in settlement discussions. 20 8. PROTECTED MATERIAL SUBPOENAED OR ORDERED PRODUCED 21 IN OTHER LITIGATION 22 If a Party is served with a subpoena or a court order issued in other litigation that compels disclosure of any information or items designated in this Action as 23 "CONFIDENTIAL," that Party must: 24 25 promptly notify in writing the Designating Party. Such notification shall (a) 26 include a copy of the subpoena or court order; 27 (b) promptly notify in writing the party who caused the subpoena or order to 28 issue in the other litigation that some or all of the material covered by the subpoena

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or order is subject to this Protective Order. Such notification shall include a copy of this Stipulated Protective Order; and

cooperate with respect to all reasonable procedures sought to be (c) pursued by the Designating Party whose Protected Material may be affected. If the Designating Party timely seeks a protective order, the Party served with the subpoena or court order shall not produce any information designated in this action as "CONFIDENTIAL" before a determination by the court from which the subpoena or order issued, unless the Party has obtained the Designating Party's permission. The Designating Party shall bear the burden and expense of seeking protection in that court of its confidential material and nothing in these provisions should be construed as authorizing or encouraging a Receiving Party in this Action to disobey a lawful directive from another court.

### 9. A NON-PARTY'S PROTECTED MATERIAL SOUGHT TO BE PRODUCED IN THIS LITIGATION

- (a) The terms of this Order are applicable to information produced by a Non-Party in this Action and designated as "CONFIDENTIAL." Such information produced by Non-Parties in connection with this litigation is protected by the remedies and relief provided by this Order. Nothing in these provisions should be construed as prohibiting a Non-Party from seeking additional protections.
- (b) In the event that a Party is required, by a valid discovery request, to produce a Non-Party's confidential information in its possession, and the Party is subject to an agreement with the Non-Party not to produce the Non-Party's confidential information, then the Party shall:
- (1) promptly notify in writing the Requesting Party and the Non-Party that some or all of the information requested is subject to a confidentiality agreement with a Non-Party;
- **(2)** promptly provide the Non-Party with a copy of the Stipulated Protective Order in this Action, the relevant discovery request(s), and a reasonably

specific description of the information requested; and (3) make the information requested available for inspection by the Non-Party, if requested. (c) If the Non-Party fails to seek a protective order from this court within 14 days of receiving the notice and accompanying information, the Receiving Party may produce the Non-Party's confidential information responsive to the discovery request. If the Non-Party timely seeks a protective order, the Receiving Party shall not produce any information in its possession or control that is subject to the confidentiality agreement with the Non-Party before a determination by the court. Absent a court order to the contrary, the Non-Party shall bear the burden and expense of seeking protection in this court of its Protected Material. UNAUTHORIZED DISCLOSURE OF PROTECTED MATERIAL If a Receiving Party learns that, by inadvertence or otherwise, it has disclosed Protected Material to any person or in any circumstance not authorized under this Stipulated Protective Order, the Receiving Party must immediately (a) notify in writing the Designating Party of the unauthorized disclosures, (b) use its best efforts to retrieve all unauthorized copies of the Protected Material, (c) inform the person or persons to whom unauthorized disclosures were made of all the terms of this Order, and (d) request such person or persons to execute the "Acknowledgment and Agreement to Be Bound" that is attached hereto as Exhibit A. 11. INADVERTENT PRODUCTION OF PRIVILEGED OR OTHERWISE PROTECTED MATERIAL When a Producing Party gives notice to Receiving Parties that certain

When a Producing Party gives notice to Receiving Parties that certain inadvertently produced material is subject to a claim of privilege or other protection, the obligations of the Receiving Parties are those set forth in Federal Rule of Civil Procedure 26(b)(5)(B). This provision is not intended to modify whatever procedure may be established in an e-discovery order that provides for production without prior privilege review. Pursuant to Federal Rule of Evidence

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502(d) and (e), insofar as the parties reach an agreement on the effect of disclosure of a communication or information covered by the attorney-client privilege or work product protection, the parties may incorporate their agreement in the stipulated protective order submitted to the court.

## 12. MISCELLANEOUS

- 12.1 Right to Further Relief. Nothing in this Order abridges the right of any person to seek its modification by the Court in the future.
- 12.2 Right to Assert Other Objections. By stipulating to the entry of this Protective Order, no Party waives any right it otherwise would have to object to disclosing or producing any information or item on any ground not addressed in this Stipulated Protective Order. Similarly, no Party waives any right to object on any ground to use in evidence of any of the material covered by this Protective Order.
- 12.3 Filing Protected Material. A Party that seeks to file under seal any Protected Material must comply with Local Civil Rule 79-5. Protected Material may only be filed under seal pursuant to a court order authorizing the sealing of the specific Protected Material at issue. If a Party's request to file Protected Material under seal is denied by the court, then the Receiving Party may file the information in the public record unless otherwise instructed by the court.

### 13. FINAL DISPOSITION

After the final disposition of this Action, as defined in paragraph 4, within 60 days of a written request by the Designating Party, each Receiving Party must return all Protected Material to the Producing Party or destroy such material. As used in this subdivision, "all Protected Material" includes all copies, abstracts, compilations, summaries, and any other format reproducing or capturing any of the Protected Material. Whether the Protected Material is returned or destroyed, the Receiving Party must submit a written certification to the Producing Party (and, if not the same person or entity, to the Designating Party) by the 60 day deadline that

1	(1) identifies (by category, where appropriate) all the Protected Material that was		
2	returned or destroyed and (2) affirms that the Receiving Party has not retained any		
3	copies, abstracts, compilations, summaries or any other format reproducing or		
4	capturing any of the Protected Material. Notwithstanding this provision, Counsel		
5	are entitled to retain an archival copy of all pleadings, motion papers, trial,		
6	deposition, and hearing transcripts, legal memoranda, correspondence, deposition		
7	and trial exhibits, expert reports, attorney work product, and consultant and expert		
8	work product, even if such materials contain Protected Material. Any such archival		
9	copies that contain or constitute Protected Material remain subject to this Protective		
10	Order as set forth in Section 4 (DURATION).		
11	14. <u>VIOLATION</u>		
12	Any violation of this Order may be punished by appropriate measures		
13	including, without limitation, contempt proceedings and/or monetary sanctions.		
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21	IT IS SO STIPULATED, THROUGH COUNSEL OF RECORD.		
22	DATED: April 21, 2016 CALIFORNIA EMPLOYMENT		
23	COUNSEL, APC		
24	By: /s/ Melissa D. Cardenas		
25	RAYMOND E. HANE III		
26	MELISSA D. CARDENAS Attorneys for Plaintiff,		
27	POLING YUEN		
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Λ.	- 14 -		

CALIFORNIA EMPLOYMENT COUNSEL, APC

DATED: April 21, 2016 LITTLER MENDELSON, P.C. 1 2 By: /s/ Amanda E. Inskeep 3 JODY A. BOQUIST AMANDA E. INSKEEP 4 ANDREA MILANO 5 Attorneys for Defendants, UNITED AIRLINES, INC. 6 FOR GOOD CAUSE SHOWN, IT IS SO ORDERED. 7 8 DATED: 4/22/2016 9 10 11 12 ALEXANDER F. MACKINNON 13 United States Magistrate Judge 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28

California EMPLOYMENT COUNSEL, APC

1	EXHIBIT A	
2	ACKNOWLEDGMENT AND AGREEMENT TO BE BOUND	
3	I,[print or type full name], of	
4	4 [print or type full address], declare under penalty of perjury that I have read in its	
5	entirety and understand the Stipulated Protective Order that was issued by the	
6	United States District Court for the Central District of California on [date] in the	
7	case of Poling Yuen v. United Airlines, Inc. Case Number 2:15-cv-07445-SVW-	
8	AFM. I agree to comply with and to be bound by all the terms of this Stipulated	
9	Protective Order and I understand and acknowledge that failure to so comply could	
10	expose me to sanctions and punishment in the nature of contempt. I solemnly	
11	promise that I will not disclose in any manner any information or item that is subject	
12	to this Stipulated Protective Order to any person or entity except in strict compliance	
13	with the provisions of this Order.	
14	I further agree to submit to the jurisdiction of the United States District Court	
15	for the Central District of California for enforcing the terms of this Stipulated	
16	Protective Order, even if such enforcement proceedings occur after termination of	
17	this action.	
18	I hereby appoint[print or type full name] of	
19	[print or type full address and	
20	telephone number] as my California agent for service of process in connection with	
21	this action or any proceedings related to enforcement of this Stipulated Protective	
22	Order.	
23	Date:	
24	City and State where sworn and signed:	
25	Printed name:	
26	Signature:	
27		
28		
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COUNSEL, APC	STIPULATED PROTECTIVE ORDER	